



Independent Director Pack

Help us scale the protection, management and restoration of nature

The Australian Land Conservation Alliance (ALCA) is seeking expressions of interest from individuals, **with a specific ability to unlock philanthropic or other funding opportunities to support ALCA's organisational sustainability**, to join the ALCA Board.

The Independent Non-Executive Director contributes to the strategic leadership, governance and long-term sustainability of the organisation. The role provides objective judgement, constructive challenge, and oversight to ensure the organisation delivers its purpose to scale the protection, management and restoration of nature, and remains financially and operationally sustainable.

Applications for the role will be considered based on the executive skills and leadership experience relevant to ALCA's objectives and business operations. Aboriginal and Torres Strait Islander people are encouraged to apply.

About the Australian Land Conservation Alliance

Our vision

A future where nature thrives Australia-wide, cared for by empowered people and resilient communities.

Our purpose

To scale the protection, management and restoration of nature.

Our impact

By 2030, Australia is turning the tide on nature loss, underpinned by enabling policy, robust investment and broad public support.

ALCA works towards a future where nature thrives Australia-wide, cared for by empowered people and resilient communities. We are the national peak body for nature conservation: our purpose is to scale the protection, management and restoration of nature. Independent, and non-partisan, we unite those actively caring for the lands and waters that sustain life, amplifying their collective voice and shaping the conditions that make their work powerful and enduring.

The collective conservation efforts of our members has influenced better biodiversity outcomes over 9.3% of Australia. They employ more than 1000 people, and their combined annual turnover exceeds \$400 million. Our work together addresses the most pressing conservation issues across the country, including restoring endangered ecosystems, building the protected area estate, tackling invasive species, expanding private conservation finance, and funding and using nature-based solutions to mitigate climate change.

ALCA is a small but high impact, nimble, and flexibly working organisation. ALCA directors have a unique opportunity to work across a broad and diverse sector to ensure meaningful policy change, scale nature investment and build sector capability for a lasting impact for nature.

We encourage applications by Aboriginal and Torres Strait Islander people.

Organisational structure

ALCA is a not-for-profit company limited by guarantee and incorporated under the Corporations Act 2001 and registered charity with the Australian Charities and Not-for Profits Commission (ACNC).

ALCA's staff, board, members, supporters and partners are all connected by our understanding of the inherent value of nature. ALCA is guided by a voluntary, skill-based [Board of Directors](#) which oversee our direction and governance. The Board, which is led by Chair Vic Marles AM and Deputy Chair Tim Allard, plays a critical role in providing strategic direction to the organisation, and overseeing organisational risk.

ALCA is further supported by the Sector Development Committee, Policy and Government Relations Committee, Nominations Committee and Finance Risk and Audit Committee, which guide strategy in specific areas.

Our management and operations team is lead by CEO Dr Jody Gunn. The team is headquartered in Melbourne, but work remotely across Australia. Currently, the team is approximately 10 staff (8 FTE).

Our strategy

As a peak body, ALCA is both representative and catalytic. We work on behalf of the sector, and help build its capacity to safeguard the biodiversity and ecosystems that sustain life, now, and for future generations. ALCA's work is guided by four pillars within our 2030 Strategy, which is our roadmap to transforming how Australia protects, stewards and restores nature. These pillars are:



Goal 1: Sector development

Australia has a highly diverse, capable and networked land conservation sector that delivers enduring, measurable and scalable impact for nature and people.



Goal 2: Policy and regulation

Australia has policy and regulation that enables and accelerates land conservation at scale.



Goal 3: Investment

Australia has increased funding and finance that enables and accelerates land conservation at scale.



Goal 4: Valuing nature

Australians understand, value and actively support nature conservation – with nature recognised as fundamental to healthy communities and economies.

Our values and approach



Our values

ALCA's values shape our organisation's identity and guide the way we work.



Collaborative:

We enable collective impact by bringing people together



Inclusive:

We value diversity in conservation, and respect First Nations culture and knowledge



Trusted:

We act with and build relationships upon respect and integrity



Dynamic:

We drive action through ambition and enquiry



Enduring:

We focus on delivering long-term impact

Our approach

ALCA drives enduring, scalable conservation by influencing the policies, partnerships and investments that shape Australia's future. Our work:

- recognises First Nations leadership and knowledge, which is grounded in deep relationships with Country.
- advances long-term protection, restoration and regenerative practices across biodiversity-rich ecosystems, culturally significant landscapes, and farmland.
- strengthens community-led conservation, ensuring the needs, knowledge, priorities and participation of local people drive decisions and outcomes.
- catalyses investment, innovation and collaboration to build resilience in the face of climate and economic uncertainty.
- connects purpose with policy, practice with investment, and people with place, because nature is the foundation of thriving societies and sustainable economies.

Our strength lies in both responding to today's realities and shaping tomorrow's possibilities.

Our members

ALCA members are organisations actively protecting, managing and restoring nature on private and non-government-managed lands. They include environmental not-for-profit conservation and for-purpose environmental organisations, First Nations-led organisations, landcare networks, and natural resource management bodies.

Specialisation spans species recovery, conservation covenanting, fire management, Indigenous land management and traditional ecological knowledge, land restoration, regenerative and sustainable agriculture, climate adaptation, nature-based solutions, and applied research and ecology among other things.

ALCA members share a deep commitment to care for Australia's unique biodiversity, and have the expertise and relationships to make it happen on the ground.

About the opportunity

Key responsibilities

Governance and strategy

- Contribute to the development and oversight of organizational strategy and impact
- Ensure alignment of activities with mission, values and charitable objectives
- Participate in the Board deliberations with independence, candour and sound judgement

Finance and risk oversight

- Monitor financial performance, solvency and sustainability
- Oversee risk management frameworks, compliance and internal controls
- Ensure responsible stewardship of fund and organizational assets

Organisational performance and impact

- Assess performance against strategic goals, outcomes and KPIs
- Champion evidence-based decision-making and continuous improvement
- Support a culture of accountability, learning and transparency

Stakeholder, culture and ethics

- Uphold high standards of integrity, governance and ethical conduct
- Support constructive relationships with members, partners, funders and government
- promote diversity, inclusion, First Nations partnership and cultural safety where relevant

Board contribution

- prepare for and attend Board and committee meetings
- Serve on Board committees as required
- Provide strategic advice to management to support the delivery of their duties
- Promote the work of ALCA where appropriate

Required skills and experience

- Experience at Board level (not for profit, government or private sector)
- Experience in, working with or a strong understanding of environmental organisations, First Nations organisations, charities or not for profit organisations
- Experience and/or networks that can unlock philanthropic or nature finance opportunities supporting ALCA's organisational sustainability
- Demonstrated understanding of governance responsibilities and fiduciary duties
- Ability to think strategically, analyse complex issues, and contribute independent insight
- Ability to influence key stakeholders

Personal qualities

- Strong commitment to environmental protection
- Independent mindset, sound judgement and ethical leadership
- Collegiate, collaborative and respectful communication style
- Willingness to ask difficult questions and support balanced decision-making

Time commitment

- Attendance at quarterly board meetings (2 hours per meeting)
- Participation in committee meetings as required (1 hour per meeting)
- Preparation time, event attendance and occasional out of session engagement
- Participation in annual Strategy meetings (in person) (1 day per year)

Term and remuneration

- 3 year term, with opportunity for re-election (maximum 3 terms)
- This position is voluntary
- Travel and associated expenses reimbursed

Compliance requirements

- Ability to meet legal and regulatory director requirements
- Willingness to undertake induction and ongoing governance training, if required
- Conflict of interest disclosure

Application information

For more information about the Australian Land Conservation Alliance, please review the [strategic plan](#) and [annual report](#). Please also review our [ACNC profile](#).

In your expression of interest, please address your skills and experience relevant to the role.

The constitution, audited accounts, and a board skills matrix is also available to applicants.

For a confidential conversation, please contact us at secretary@alca.org.au to set up a conversation with Chair Victoria Marles.

To provide your expression of interest and CV please submit to secretary@alca.org.au.

We actively encourage Aboriginal and Torres Strait Islander people, people from Culturally and Linguistically Diverse backgrounds, LGBTIQ+ people, people with disability and others who have diverse experiences of our world to apply for this opportunity.

Applications close Monday 22nd June 9am